

3 FAM 7130 MEDICAL

*(CT:PER-537; 05-09-2005)
(Office of Origin: HR/OE)*

3 FAM 7131 PREEMPLOYMENT MEDICAL EXAMINATIONS

3 FAM 7131.1 Responsibility of Head of Overseas Establishment

*(CT:PER-537; 05-09-2005)
(Applies to Agencies and Establishments Under Chief of Mission Authority)
(Applies to Locally Employed Staff)*

Heads of overseas establishments ensure that a candidate for employment *as Locally Employed Staff* is examined *before* employment to determine whether the candidate meets the minimum fitness for duty requirements of the position and is free from any disease that could be contagious in the workplace. The examination will be conducted in accordance with these regulations and with joint regulations prescribed locally based upon the medical standards for employment prevailing among progressive local employers.

3 FAM 7131.2 Medical Examination

*(CT:PER-537; 05-09-2005)
(Applies to Agencies and Establishments Under Chief of Mission Authority)
(Applies to Locally Employed Staff)*

A culturally appropriate local physician who is knowledgeable in local language and host country occupational examination requirements ideally conducts the medical examination. The Regional Medical Officer may be consulted to assist in the selection of this individual and, where appropriate, to support, or supplement this examination in case of questions. The Embassy will contract to pay a fixed fee at a rate based on those prevailing locally for such examinations.

Competitive bidding is not required; the standard prevailing fee for examinations given locally to visa applicants is used as a guide.

3 FAM 7131.3 Required Tests

(CT:PER-537; 05-09-2005)

(Applies to Agencies and Establishments Under Chief of Mission Authority)

(Applies to Locally Employed Staff)

The medical examination includes consideration of current and previous medical problems, current medication requirements, allergies, previous surgeries, and hospitalizations. A complete physical examination is performed with directed assessment made of the individual's physical fitness using the criteria to perform the specific duties of the position being considered. Based on local prevailing medical practices and the findings on history and physical examination, laboratory tests and other tests including blood and urine may be obtained. A chest x-ray and assessment for active tuberculosis are required. Additional tests for contagious disease may be obtained as indicated by the local situation and local laws. Where appropriate, input from the Regional Medical Officer can be solicited for agreement with local medical examination policies. HIV testing cannot be performed for purposes of determining eligibility for employment. The examining physician may use any report form that the physician customarily uses for these types of examinations unless directed to use a specific examination form designed for assessment of specific position duties and capabilities.

3 FAM 7131.4 Report to Head of Overseas Establishment

(CT:PER-537; 05-09-2005)

(Applies to Agencies and Establishments Under Chief of Mission Authority)

(Applies to Locally Employed Staff)

The examining physician advises the head of the overseas establishment of findings *of fitness for duty*, including a statement of whether the examinee is free of *disease that could be contagious in the workplace, so that appropriate action may be taken.*

3 FAM 7132 SUBSEQUENT MEDICAL EXAMINATIONS

(CT:PER-537; 05-09-2005)

(Applies to Agencies and Establishments Under Chief of Mission Authority)

(Applies to Locally Employed Staff)

A medical examination subsequent to employment is required of *Locally Employed Staff* at any time the head of an overseas establishment judges it necessary to determine:

- (1) Whether an employee has a *disease that could be contagious in the workplace*; if so, the employee will be placed on appropriate leave until the condition is no longer contagious and the employee is able to return to work; or
- (2) Whether the employee continues to meet the minimum *fitness for duty* requirements of the position. See 3 FAM 7712 if the employee is believed disabled for further service.

3 FAM 7133 IMMUNIZATION AND HEALTH UNIT FACILITIES

(CT:PER-537; 05-09-2005)

(Applies to Agencies and Establishments Under Chief of Mission Authority)

(Applies to Locally Employed Staff)

Subject to such limitations as may be prescribed locally, all immunizations authorized for U.S. citizen employees at an overseas establishment may be extended to *Locally Employed Staff*.

3 FAM 7134 OTHER BENEFITS

(CT:PER-537; 05-09-2005)

(Applies to Agencies and Establishments Under Chief of Mission Authority)

(Applies to Locally Employed Staff)

Apart from employment examinations or work-incurred injuries or illnesses, *Locally Employed Staff* are not eligible for medical benefits under section 904 of the Foreign Service Act. (For work-incurred

injury or illness, see 3 FAM 7710, specifically 3 FAM 7712.)

3 FAM 7135 THROUGH 7139 UNASSIGNED